

House File 2459

H-8250

1 Amend the amendment, H-8248, to House File 2459 as
2 follows:

3 1. Page 1, by striking lines 1 through 17 and
4 inserting:

5 <Amend House File 2459 as follows:

6 _____. Page 1, before line 1 by inserting:

7 <DIVISION ____

8 EQUAL PAY TASK FORCE AND REPORT

9 Section 1. EQUAL PAY.

10 1. An equal pay task force is created. The task
11 force shall consist of seven members appointed by the
12 governor.

13 2. The task force shall study wage discrepancies
14 within public and private employment and between public
15 and private employers.

16 3. The task force shall submit a report regarding
17 its findings and its recommendations regarding
18 potential actions for the elimination and prevention
19 of such discrepancies to the governor and the general
20 assembly no later than December 22, 2017.

21 DIVISION ____

22 MISCELLANEOUS PROVISIONS — WAGE DISCRIMINATION

23 Sec. _____. ADDITIONAL UNFAIR OR DISCRIMINATORY
24 PRACTICE — WAGE DISCRIMINATION IN EMPLOYMENT.

25 1. As stated in chapter 216, the general assembly
26 finds that the practice of discriminating against any
27 employee because of the age, race, creed, color, sex,
28 sexual orientation, gender identity, national origin,
29 religion, or disability of such employee by paying
30 wages to such employee at a rate less than the rate
31 paid to other employees does all of the following:

32 a. Unjustly discriminates against the person
33 receiving the lesser rate.

34 b. Leads to low employee morale, high turnover, and
35 frequent labor unrest.

1 c. Discourages employees paid at lesser wage rates
2 from training for higher level jobs.

3 d. Curtails employment opportunities, decreases
4 employees' mobility, and increases labor costs.

5 e. Impairs purchasing power and threatens the
6 maintenance of an adequate standard of living by such
7 employees and their families.

8 f. Prevents optimum utilization of the state's
9 available labor resources.

10 g. Threatens the well-being of citizens of this
11 state and adversely affects the general welfare.

12 2. As stated in section 216.6A, it remains
13 unfair or discriminatory practice for any employer
14 or agent of any employer to discriminate against
15 any employee because of the age, race, creed, color,
16 sex, sexual orientation, gender identity, national
17 origin, religion, or disability of such employee by
18 paying wages to such employee at a rate less than the
19 rate paid to other employees who are employed within
20 the same establishment for equal work on jobs, the
21 performance of which requires equal skill, effort, and
22 responsibility, and which are performed under similar
23 working conditions. As also stated in section 216.6A,
24 an employer or agent of an employer who is paying wages
25 to an employee at a rate less than the rate paid to
26 other employees in violation of this section shall not
27 remedy the violation by reducing the wage rate of any
28 employee.>

29 2. By renumbering as necessary.

FORRISTALL of Pottawattamie